**UF College of Journalism and Communications**

**Inclusion, Diversity and Equity Committee**

**Thursday, Feb. 13, 2020**

**Amended Meeting Minutes**

**In attendance:**

Natalie Asorey, Randy Bennet, Raegan Burden, Roxanne Coche, Merline Durant, Katrice Graham, Joanna Hernandez, Taylor Johnson, Spiro Kiousis, Michael Leslie, Norman Lewis, Kiesha Reynolds, Meisha Wade, Alex Wilkerson

**Minutes for Jan. 14**

Spiro Kiousis moved to approve the previous meeting minutes; Joanna Hernandez seconded. Motion passes.

**Selection of Subcommittee Chairs**

Raegan Burden accepted the nomination for Community College Outreach; and Natalie Asorey for Public Relations Campaign.

**Climate Questionnaire**

Joanna Hernandez presented potential questions for the climate survey and the Committee discussed modifications. Spiro Kiousis suggested putting demographic questions last. Keisha Reynolds asked that she be able to confirm definitions in the glossary align with UF standards. Norman Lewis said the survey seemed more administrative than descriptive. Lewis stated that some questions, such as those about mental ability, may skew results. Reynolds informed the Committee that Ability status is protected information and is already collected by HR. Lewis suggested considering a change in some questions’ language because they might not produce the results we want. He suggested looking at Pew Research about sensitive emotional question-asking. Katrice Graham requested Atheist be added to list of religion options; that “tenure and promotion” be used instead of “tenure”; that “Prefer not to answer” be added to some demographic questions, separate race and ethnicity; and that the text on Page 1 be used as text for the body of the email.

**Public Relations Search update**

Natalie Asorey gave an update on a current search, of which she is chair, being conducted in the Public Relations Department. Five candidates have been selected and they all reflect diversity and inclusion holistically. The candidates have been confirmed for Zoom interviews.

**New Adviser in PATH and UF Online Search for New Adviser Closes**

Alicia Bolden, formerly of the Innovation Academy, is a new adviser in the PATH office. She will be working with PACE sophomores. Application submissions for a new UF CJC Online Adviser has closed and the hope is to make an offer by next month.

**RoundTable**

Joanna Hernandez gave the Committee information about Internationalization Workshops going on within other colleges. Reagan Burden informed the Committee “We Are CJC” — a project to pay homage to Black women in CJC — will go live next week. Students were involved in its production and everyone is very excited.